

Supplementary Table 1. Determinants of GP choice of part-time contract: probit multiple regression estimates of effects of variables on probability of part-time contract.

	Marginal effect (1)	z ^a	Additional effect if female	
			Marginal effect (2)	z
Female			0.274	6.75 ^c
Decades of experience	0.204	3.30 ^c		
Non-white	-0.065	-3.10 ^c		
Non-UK qualified	-0.079	-3.83 ^c		
Partner does not work	-0.020	-0.92	-0.129	-1.43
Partner works part-time	-0.011	-0.46	-0.013	-0.13
Partner works full-time	-0.036	-1.48	0.058	0.79
One child <18 years of age	-0.008	-0.46	0.207	2.98 ^c
Two children <18 years of age	-0.004	-0.25	0.293	5.45 ^c
Three or more children <18 years of age	0.001	0.05	0.407	6.48 ^c
Salaried	0.027	0.60		
Proportion of female GPs in practice ^b	0.029	1.97 ^d	-0.038	-1.58
Practice list size ('000s) ^b	-0.020	-2.32 ^d		
Practice list size per WTE GP ('000s) ^b	-0.005	-0.62		
Age/sex adjustment ^b	-0.004	-0.43	0.069	3.07 ^c
Nursing home adjustment ^b	-0.002	-0.18	-0.160	-3.90 ^c
Additional needs adjustment ^b	0.011	1.17	-0.037	-1.71
Dispensing practice	0.028	1.28		
PMS practice	0.001	0.12	0.114	2.46 ^d
Wald test for joint significance of all included female indicator interactions			59.38 ^c	
Wald test for joint significance of all female indicator and family circumstance variable interactions			34.27 ^c	
Wald test for joint significance of all excluded female indicator interactions			13.54	
Pseudo R ²			0.299	
n			1871	

When a row has entries in columns ^a and ^b the coefficient in column ^a is the effect of the variable on a male GP and the effect on a female GP is the sum of the coefficients in columns ^a and ^b. When a row has a coefficient in column ^a only, the coefficient is the effect of the variable on both male and female GPs. For continuous variables coefficients are effects of one unit change in the variable on the probability that the GP chooses a part-time contract, evaluated at the means of the other variables. For categorical variables the coefficients are the effects of the category compared to the baseline category. Baseline: male, white, UK qualified, no partner, no children, principal, non-dispensing, GMS. ^az = coefficient/SE. ^bVariable divided by its standard deviation. ^cP < 0.01. ^dP < 0.05.